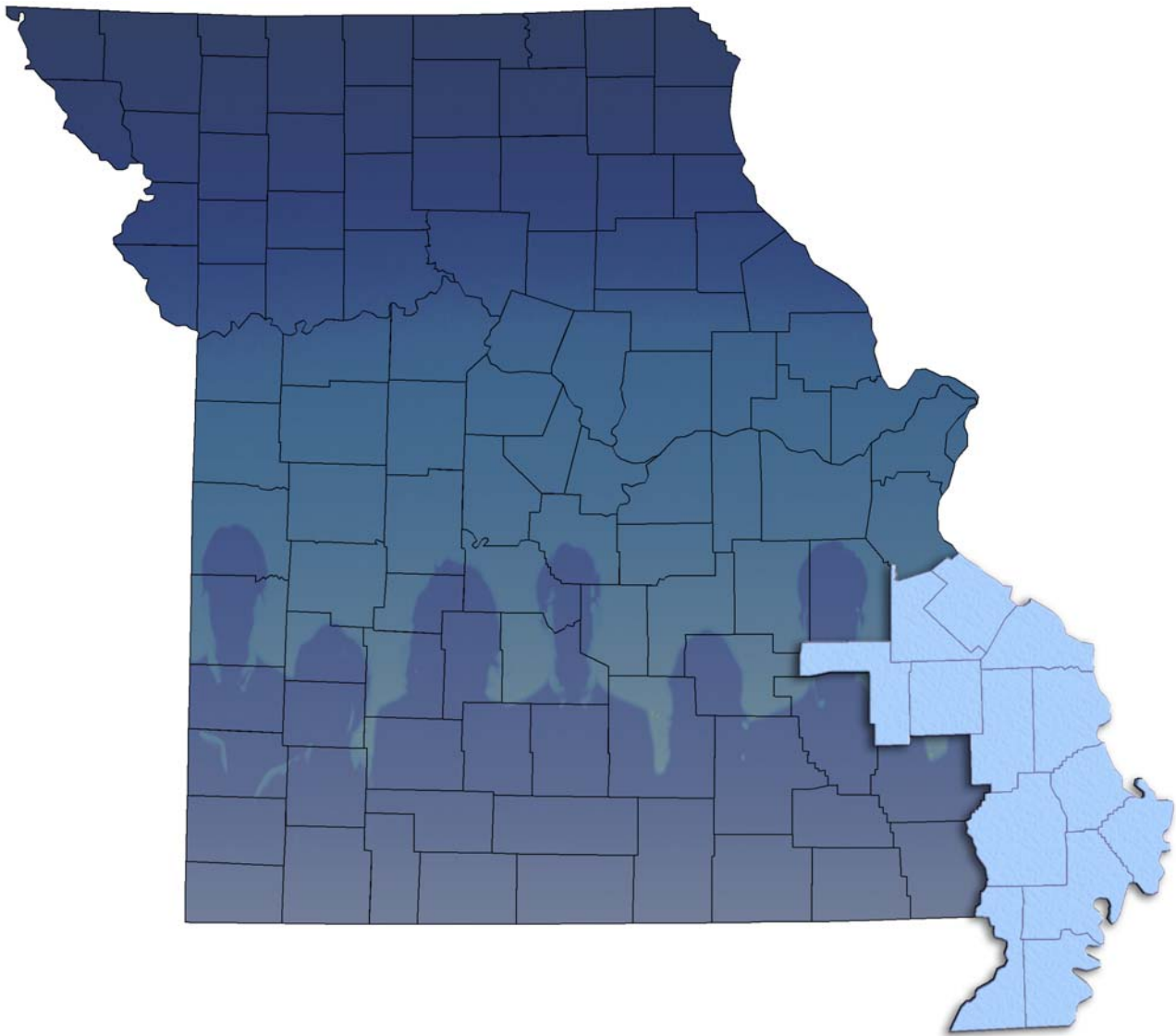


# Missouri

## Workforce Gap Analysis: Needs Assessment

Value Added Research With Customer Focus!



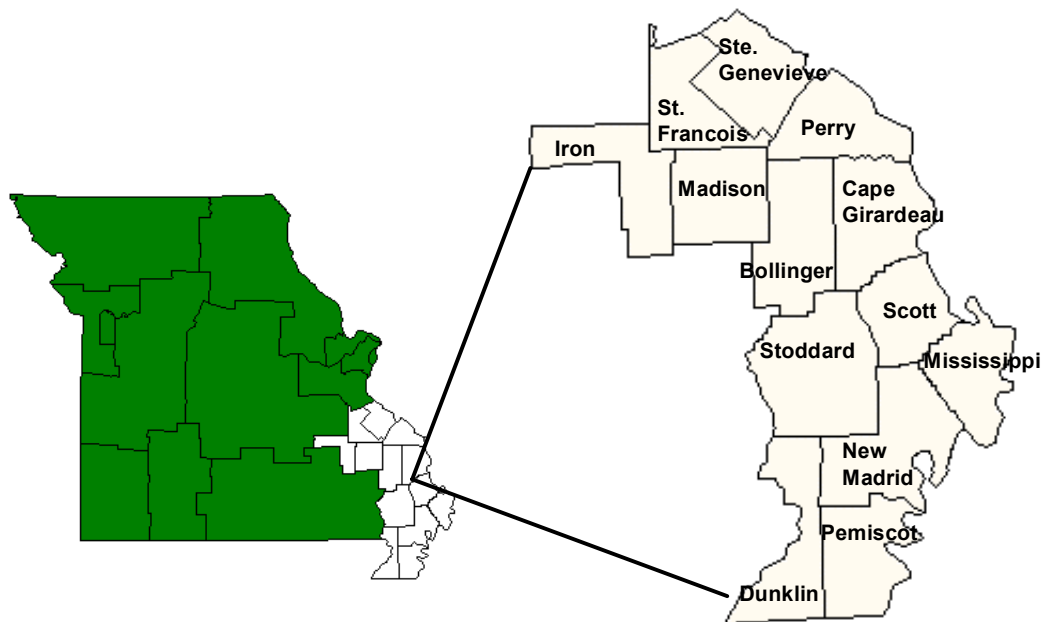
### Southeast Workforce Investment Area

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MISSOURI DEPARTMENT OF ECONOMIC DEVELOPMENT  
**MERIC**  
MISSOURI ECONOMIC RESEARCH & INFORMATION CENTER



## *The Southeast WIA Region*



The Southeast Workforce Investment Area (WIA) consists of 13 counties in the southeastern corner of Missouri. Cape Girardeau and Bollinger Counties make up the Missouri portion of the Cape Girardeau-Jackson MO-ILL Micropolitan Statistical Area. Other Micropolitan Statistical Areas in the region are Farmington (St. Francois County), Kennett (Dunklin County), and Sikeston (Scott County).

The Southeast WIA accounts for 5% of the state's workforce. Southeast Missouri State University and Mineral Area College are located in the region. The region is a mix of farms, small towns, and historical landmarks bordered to the east by the Mississippi River. Some of Missouri's earliest settled areas were along the Mississippi in Southeast Missouri. Missouri's "Bootheel" has some of the richest farmland in the state.

*The Workforce Gap Analysis Needs Assessment for the Southeast WIA shows that:*

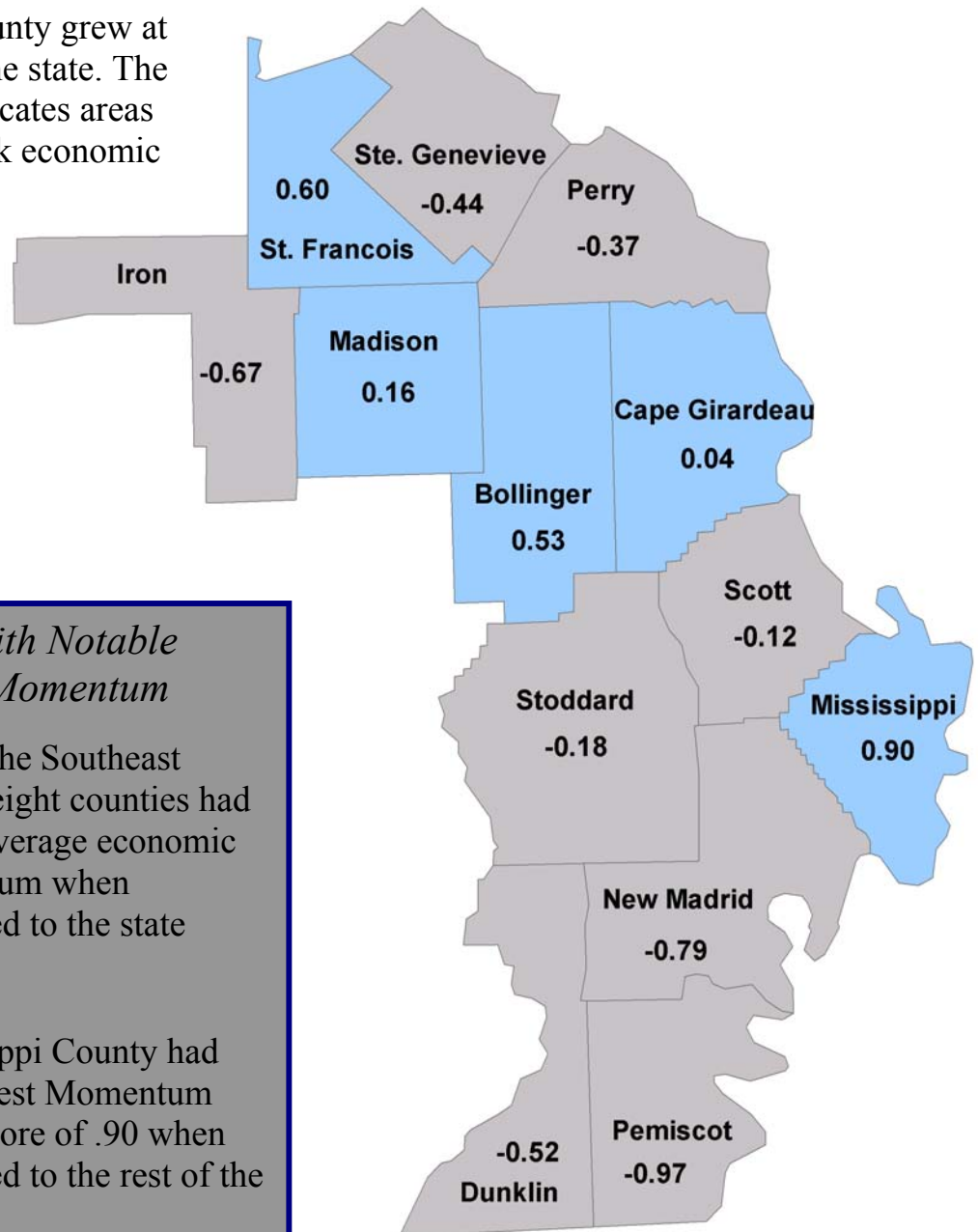
- Five of the thirteen counties in the Southeast WIA have above average economic momentum.
- Nine counties in the Southeast WIA had higher unemployment rates than both the state (5.8%) and national rates (5.7%) in July of 2004.
- Poverty was much higher in the Southeast WIA (16.52%) than the Missouri average (11.74%) in 2000. Poverty is most notable in the southernmost part of the region.
- The percentage of Southeast region workers earning a salary meeting the self-sufficiency standard is 77.48% for an adult with an infant, 50.41% for an adult with two children, 30.33% for two adults with two infants, and 13.46% for two adults with three children.
- The largest employing industries in the Southeast WIA include: state/local government, retail trade, farming, construction, and food services. The fastest growing industries in the region include: oil/gas extraction, motion picture/sound recording, social assistance, and waste management. The highest paying industries in the Southeast WIA include: include pipeline transportation, beverage/tobacco product manufacturing, and federal civilian.
- Occupations with the largest number of annual openings include: retail sales workers, cashiers, and food preparation/serving workers. These occupations have many openings each year, but pay less than \$15,000/year. The exception is registered nurses, which pay above average wages of \$28,000/year and require at a minimum an Associates Degree.
- Southeast workers laid off due to lack of work seem to increasingly gain more than their pre-layoff wage over a time period of six quarters. Southeast workers laid off due to being fired or quitting seem to earn at least 95% of their pre-layoff earnings after more than a year's time post-layoff.
- Top new businesses formed in the Southeast region were in the retail trade, construction, and accommodation/food services sectors.
- A significant number of workers in Bollinger, Madison, St. Francois, and St. Genevieve counties commute 34 to 48 minutes to work, indicating that many of those residents work outside their counties.
- The Educational Services sector has over 19% of its workforce over the age of 55. This means that in ten years this sector may potentially have problems finding enough qualified workers when their older workers retire. Meanwhile, many young workers find their first job opportunities in the accommodation and food services sector.

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## *What is Economic Momentum?*

The Economic Momentum of an area is based on growth in employment, population, and income. An index score of "0" means that the county grew at the same rate as the state. The index thereby indicates areas of strong and weak economic momentum.

### Economic Momentum



### *Counties with Notable Economic Momentum*

- Within the Southeast region, eight counties had below average economic momentum when compared to the state average.
- Mississippi County had the highest Momentum Index score of .90 when compared to the rest of the region.

## Percent of Population that is Unemployed

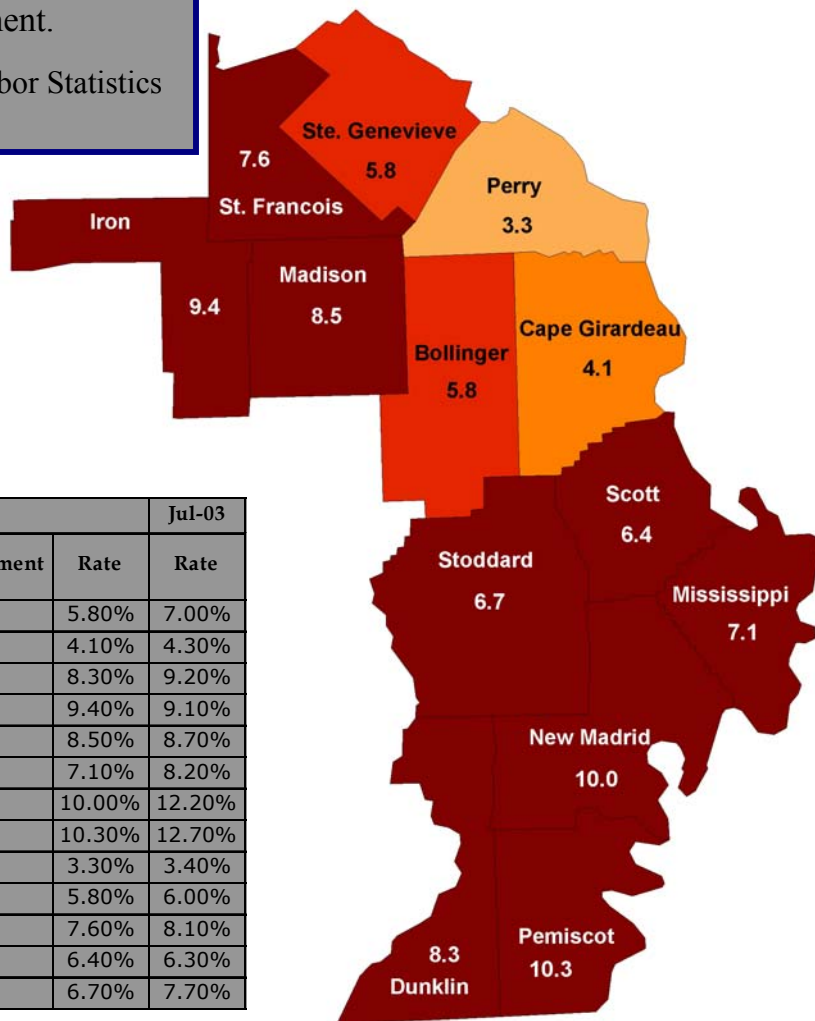
- The July 2004 unemployment rate for Missouri was 5.8%.
- The national unemployment rate was 5.7% for July 2004.
- In the Southeast WIA, nine counties have higher unemployment rates than both the state and national averages.
- Across most of the region, unemployment rates decreased from July 2003-2004. However, both Iron and Scott counties had a slight increase in unemployment.

Source: MERIC, with U.S. Bureau of Labor Statistics

## Workers Without Jobs

The unemployed population is defined as those who are over the age of 16 who were not working and were available for work. The unemployment rate is measured by calculating the number of unemployed persons as a percentage of the total labor force.

### Unemployment Rate



Area	Jul-04				Jul-03
	Labor Force	Employment	Unemployment	Rate	Rate
Bollinger	5,482	5,164	318	5.80%	7.00%
Cape Girardeau	37,990	36,417	1,573	4.10%	4.30%
Dunklin	13,773	12,633	1,140	8.30%	9.20%
Iron	4,638	4,200	438	9.40%	9.10%
Madison	4,904	4,487	417	8.50%	8.70%
Mississippi	6,093	5,662	431	7.10%	8.20%
New Madrid	8,323	7,491	832	10.00%	12.20%
Pemiscot	7,794	6,995	799	10.30%	12.70%
Perry	11,015	10,647	368	3.30%	3.40%
Ste. Genevieve	9,238	8,698	540	5.80%	6.00%
St. Francois	27,377	25,283	2,094	7.60%	8.10%
Scott	19,929	18,658	1,271	6.40%	6.30%
Stoddard	13,402	12,503	899	6.70%	7.70%



# Regional Poverty

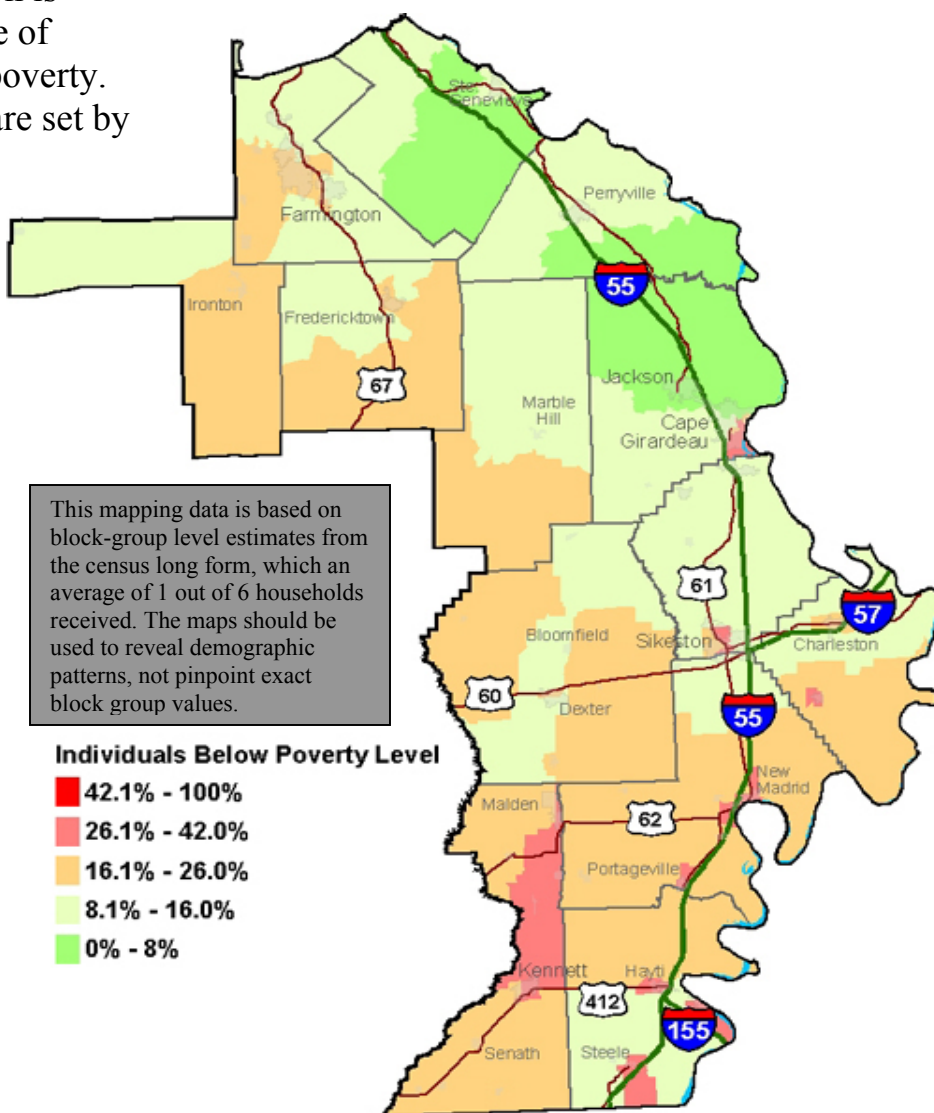
Department of  
Economic Development

The poverty rate for a region is measured by the percentage of adults considered to be in poverty. The standards for poverty are set by the Federal government.

## *Percent of Population in Poverty*

- The percentage of the total Southeast WIA region population that was categorized as being in a state of poverty was 16.52% in 2000.
- The overall Missouri poverty rate for the same time period was 11.74%, significantly lower than the rate for the Southeast WIA region.

Source: MERIC, using  
U.S. Census Data



## *What do these numbers mean?*

- Some individuals in the Southeast WIA region may have lower wages and annual incomes than other regions in Missouri.
- Poverty is evident in the very southern part of the region.



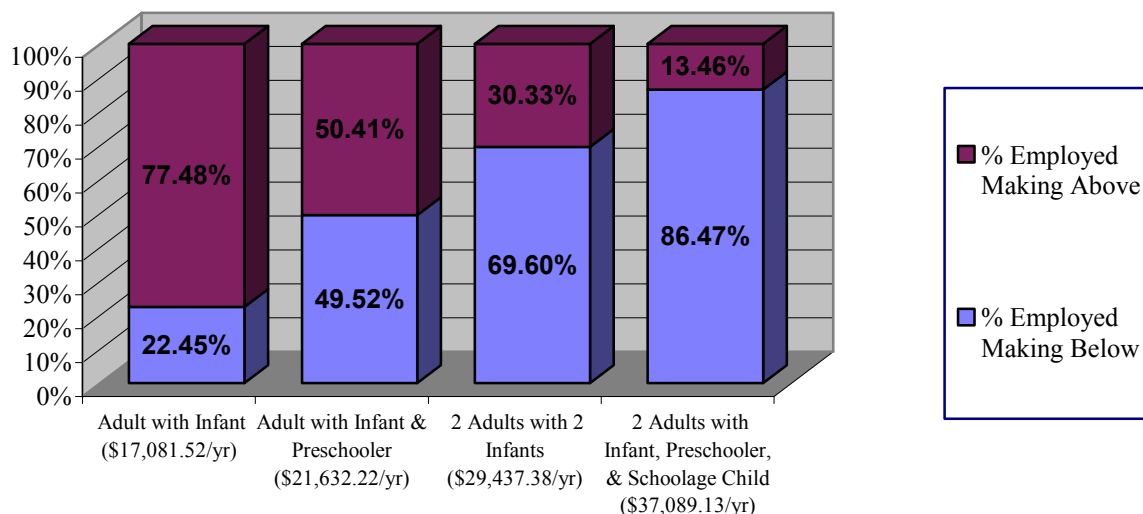
## Necessary Wages for Essential Needs

The Self-Sufficiency Standard for Missouri charts the actual costs of living and working in the region. It measures how much income a family needs to pay for housing, food, childcare, healthcare, transportation and taxes-if they do not receive any help from relatives, friends or the government-based on the ages, as well as number, of children in each household, and the family's geographic location.

Self-Sufficiency Standard for the Southeast Region						
County	Adult Annual	Adult with Infant** Annual	Adult with Infant and Preschooler** Annual	2 Adults** Annual	2 Adults with 2 Infants** Annual	2 Adults with Infant, Preschooler and Schoolage child** Annual
Bollinger	\$11,832.84	\$15,783.84	\$19,558.68	\$19,509.72	\$26,709.96	\$35,091.96
Cape Girardeau	\$12,341.64	\$19,535.52	\$26,450.64	\$20,021.16	\$34,481.88	\$43,672.80
Dunklin	\$11,787.84	\$16,437.72	\$20,652.36	\$19,424.76	\$28,394.04	\$35,325.96
Iron	\$11,832.84	\$14,744.52	\$17,273.28	\$19,509.72	\$24,087.72	\$31,393.32
Madison	\$11,843.40	\$16,893.36	\$21,782.28	\$19,545.00	\$29,420.28	\$37,344.96
Mississippi	\$11,862.84	\$16,184.76	\$20,014.32	\$19,566.48	\$27,726.00	\$34,027.44
New Madrid	\$11,832.84	\$16,140.00	\$19,951.80	\$19,509.72	\$27,626.76	\$34,314.00
Pemiscot	\$11,842.80	\$16,910.28	\$21,313.20	\$19,528.68	\$29,494.20	\$37,286.04
Perry	\$12,198.48	\$17,705.88	\$22,686.48	\$19,890.60	\$30,377.28	\$40,084.20
Ste Genevieve	\$12,093.60	\$17,479.32	\$21,798.12	\$19,983.84	\$30,135.24	\$37,015.68
St Francois	\$12,834.60	\$18,581.88	\$24,128.88	\$20,516.28	\$31,999.68	\$39,816.36
Scott	\$12,115.44	\$17,580.00	\$22,517.40	\$19,812.00	\$30,246.24	\$38,073.84
Stoddard	\$12,251.52	\$18,082.68	\$23,091.36	\$19,974.60	\$31,986.72	\$38,712.12
<b>WIA Average</b>	<b>\$12,051.59</b>	<b>\$17,081.52</b>	<b>\$21,632.22</b>	<b>\$19,753.27</b>	<b>\$29,437.38</b>	<b>\$37,089.13</b>

Source: MERIC \*\*Original report by Diana Pearce, Ph.D. with Jennifer Brooks.

## % of Workers Earning the Self-Sufficiency Wage in the Southeast Region



# Regional Industry Overview

Department of  
Economic Development

## Top Employing Industries

The largest employing industries in the Southeast WIA include: *state/local government, retail trade, farming, construction, and food services.*

In terms of national competitiveness, the farming and nursing sectors are most competitive while the administrative support services sector is the least competitive.

### SOUTHEAST WIA - TOP EMPLOYING INDUSTRIES

INDUSTRY - NAICS	JOBS 2002.00	PCT CHG 2002-2012	AVERAGE WAGE	US COMPETITIVENESS	
				LQ	CHANGE
State & Local Gov	29,185	2.92	\$30,195	1.15	(0.05)
Retail trade	28,812	3.94	\$14,803	1.14	0.00
Farm	13,395	(8.90)	\$8,249	3.21	0.19
Construction	13,009	(1.50)	\$19,038	0.98	(0.02)
Food services, drinking places	11,497	8.34	\$10,212	0.92	(0.01)
Ambulatory health care services	8,044	16.40	\$29,683	1.01	(0.05)
Nursing, residential care facilities	7,724	18.87	\$14,262	1.93	(0.06)
Wholesale trade	7,682	(3.23)	\$26,324	0.90	0.00
Hospitals	6,725	(1.08)	\$29,907	1.11	(0.05)
Administrative, support services	6,552	12.73	\$12,652	0.51	(0.02)

US Competitiveness: (a) LQ of 1.00 is US average, (b) LQ Change of 0.00 is US average.

### Top Employers in the Southeast WIA by Employees

Company	Description	NAICS
SOUTHEAST MISSOURI STATE UNIV .	COLLEGES & UNIVERSITIES	61131009
MISSISSIPPI LIME CO	LIME MFG	32741002
CORRECTIONAL CENTER	CORRECTIONAL INSTITUTIONS	92214002
FLAT RIVER GLASS	HOME FURNISHING MERCHANT WHOLS	42322010
GLASS GROUP INC	GLASS CONTAINER MFG	32721303
LITTLE TIKES CO	SPORTING GOODS STORES	45111038
MINERAL AREA COLLEGE	COLLEGES & UNIVERSITIES	61131009
MINERAL AREA REGIONAL MED CTR	GENERAL MEDICAL & SURGICAL HOSPITALS	62211002
MISSOURI MENTAL HEALTH CTR	PSYCHIATRIC & SUBSTANCE ABUSE HOSPITAL	62221001
T G MISSOURI CORP	ALL OTHER MOTOR VEHICLE PARTS MFG	33639902
GILSTER MARY LEE CORP	ALL OTHER MISC FOOD MFG	31199906
DOE RUN CO	ALL OTHER NONMETALLIC MINERAL MINING	21239903
PROCTER & GAMBLE PAPER PRODS	SANITARY PAPER PROD MFG	32229102
SOUTHEAST HOSPITAL	GENERAL MEDICAL & SURGICAL HOSPITALS	62211002
ST FRANCIS MEDICAL CTR	OFFICES OF SPECIALTY THERAPISTS	62134007
LUTHERAN HOME	NURSING CARE FACILITIES	62311002
RUBBERMAID LEE ROWAN DIV	ALL OTHER DURABLE GOODS MERCHANT WH	42399019
GOOD HUMOR BREYERS ICE CREAM	ICE CREAM & FROZEN DESSERT MFG	31152001
MISSOURI DELTA MEDICAL CTR	GENERAL MEDICAL & SURGICAL HOSPITALS	62211002
ARVIN MERITOR	ALL OTHER MOTOR VEHICLE PARTS MFG	33639902
TYSON FOODS INC	POULTRY PROCESSING	31161501
EMERSON ELECTRIC CO	MOTOR & GENERATOR MFG	33531212
CASINO AZTAR	OTHER GAMBLING INDUSTRIES	71329002
PEMISCOT MEMORIAL HOSPITAL	MISC AMBULATORY HEALTH CARE SVCS	62199946
TRINITY CARUTHERSVILLE BARGE	SHIP BUILDING & REPAIRING	33661101

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[www.missourieconomy.org](http://www.missourieconomy.org)



## Fast Growing Industries

The fastest growing industries in the Southeast WIA include: *oil/gas extraction, motion picture/sound recording, social assistance, and waste management.*

Most of the fast growing industries pay lower wages and are not nationally competitive. However, the professional services sector pays above average wages and is one of the area's more nationally competitive industries.

### SOUTHEAST WIA - TOP GROWING INDUSTRIES

INDUSTRY - NAICS	JOBS 2002.00	PCT CHG 2002-2012	AVERAGE WAGE	US COMPETITIVENESS	
				LQ	CHANGE
Oil, gas extraction	271	47.18	\$316	0.59	0.81
Motion picture, sound rec	202	29.58	\$5,484	0.33	0.02
Social assistance	5,909	29.03	\$8,730	1.48	0.06
Waste mgmnt, remd services	623	24.46	\$14,742	1.28	0.01
Rental, leasing services	1,345	23.87	\$8,565	1.12	0.07
Internet serv, data proc, other	290	22.35	\$14,509	0.35	(0.01)
Prof, tech services	5,334	20.62	\$21,874	0.38	0.04
Educational services	1,649	20.55	\$14,564	0.38	0.02
Computer, electronic prod mfg	338	19.58	\$18,979	0.16	0.06
Nursing, residential care facilities	7,724	18.87	\$14,262	1.93	(0.06)

US Competitiveness: (a) LQ of 1.00 is US average, (b) LQ Change of 0.00 is US average.

SOURCE: REMI 6.0, MERIC-MODED.

## Top Paying Industries

The highest paying industries in the Southeast WIA include: *pipeline transportation, beverage/tobacco product manuf., federal civilian, and rail transportation.*

In addition, the transportation equipment manufacturing and utilities sectors also pay higher wages of \$40,000 and above.

### SOUTHEAST WIA - TOP PAYING INDUSTRIES

INDUSTRY - NAICS	JOBS 2002.00	PCT CHG 2002-2012	AVERAGE WAGE	US COMPETITIVENESS	
				LQ	CHANGE
Pipeline transportation	23	(14.70)	\$72,753	0.40	0.01
Beverage, tobacco prod mfg	532	(13.07)	\$58,673	1.83	0.11
Federal Civilian	2,157	2.97	\$58,039	0.58	0.03
Rail transportation	530	(15.66)	\$53,211	1.95	0.11
Utilities	1,202	(18.75)	\$46,831	1.37	(0.04)
Transp equip mfg. exc. motor veh	1,080	(11.79)	\$40,187	1.14	0.09
Petroleum, coal prod mfg	78	(18.09)	\$39,569	0.46	0.03
Motor vehicle mfg	2,688	(8.39)	\$38,193	1.69	0.16
Chemical mfg	836	(25.92)	\$37,307	0.64	(0.07)
Paper mfg	1,357	(10.52)	\$33,556	1.78	0.24

US Competitiveness: (a) LQ of 1.00 is US average, (b) LQ Change of 0.00 is US average.

SOURCE: REMI 6.0, MERIC-MODED.

## *Top Openings by Occupation*

Occupations with the largest number of annual openings (new jobs + replacements) include:

- Retail sales workers, cashiers, food preparation and serving workers, and waiters and waitresses.

Although these occupations have over 70 openings each year, they pay very low wages, less than \$15,000 per year, and require minimal education and experience.

The exception is registered nurses, which have nearly 130 annual openings yet pay above average wages of \$28,000 per year and require at a minimum an Associates Degree.

### **SOUTHEAST WIA - TOP OPENINGS BY OCCUPATION**

OCCUPATION - SOC	PERCENT CHANGE	ANNUAL OPENINGS	ENTRY WAGE	AVERAGE WAGE	REQUIRED EDUCATION AND EXPERIENCE
Cashiers	12.60	244	\$12,194	\$13,491	Short-term on-the-job training
Retail Salespersons	12.57	242	\$12,254	\$17,238	Short-term on-the-job training
Combined Food Preparation and Serving Workers	ND	ND	ND	ND	Short-term on-the-job training
Waiters and Waitresses	14.63	140	\$12,216	\$13,162	Short-term on-the-job training
Registered Nurses	28.02	131	\$28,085	\$35,471	Associate degree
Nursing Aides, Orderlies, and Attendants	25.12	112	\$12,381	\$14,201	Short-term on-the-job training
Office Clerks, General	11.98	110	\$13,196	\$18,856	Short-term on-the-job training
Personal and Home Care Aides	39.43	101	\$12,885	\$15,095	Short-term on-the-job training
Truck Drivers, Heavy and Tractor-Trailer	9.37	83	\$21,827	\$36,077	Moderate-term on-the-job training
Laborers and Freight, Stock, and Material Movers, Hand	(0.35)	75	\$12,685	\$17,429	Short-term on-the-job training

SOURCE: Long-Term Projections, MERIC-MODED and ETA-USDOL

## *How Job Openings Affect the Region*

- Based on this information, the highest demand jobs over the next ten years will require minimal skills or on-the-job training, thus not placing major strains on the local educational system.
- However, the need for about 130 RNs each year over the next decade will require local educational institutions to expand or develop nursing programs to fill this need; or the Southeast WIA will have to recruit nurses from outside the region.

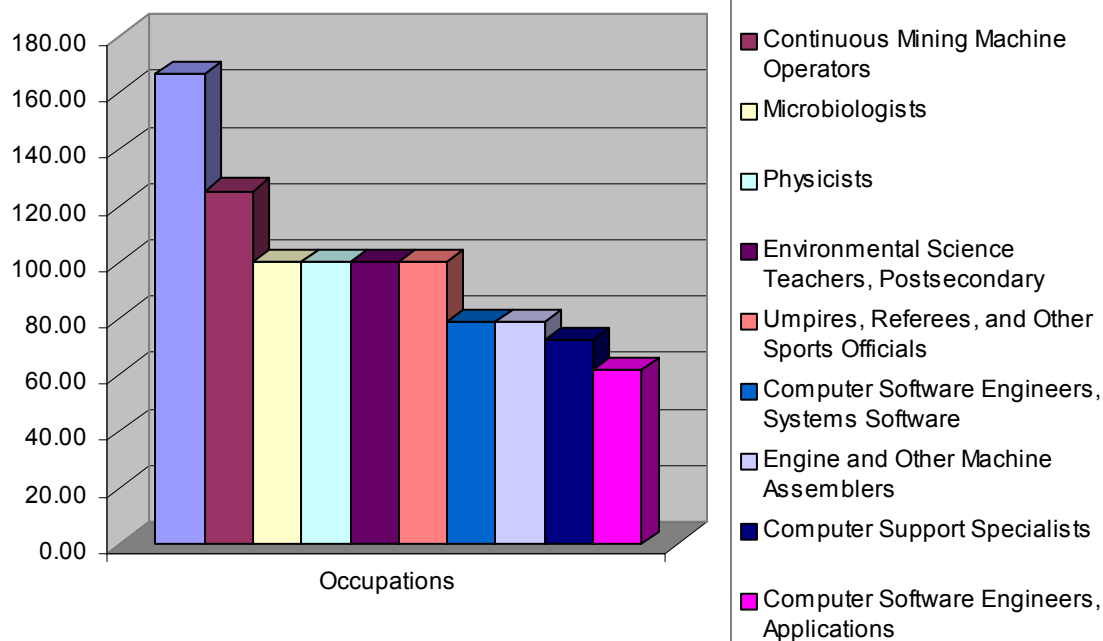
## *Fastest Growing Occupations*

The fastest growing occupations in the Southeast WIA are: dredge operators, continuous mining machine operators, microbiologists, and physicists. Although some of these jobs require at a minimum only short-term on the job training, most require at a minimum some sort of post-secondary degree.

SOUTHEAST WIA - TOP GROWING OCCUPATIONS					
OCCUPATION - SOC	PERCENT CHANGE	ANNUAL OPENINGS	ENTRY WAGE	AVERAGE WAGE	REQUIRED EDUCATION AND EXPERIENCE
Dredge Operators	166.67	ND	ND	ND	Short-term on-the-job training
Continuous Mining Machine Operators	125.00	ND	ND	ND	Moderate-term on-the-job training
Microbiologists	100.00	ND	ND	ND	Doctoral degree
Physicists	100.00	ND	ND	ND	Doctoral degree
Environmental Science Teachers, Postsecondary	100.00	ND	ND	ND	Doctoral degree
Umpires, Referees, and Other Sports Officials	100.00	ND	ND	ND	Long-term on-the-job training
Computer Software Engineers, Systems Software	78.57	ND	ND	ND	Bachelor's degree
Engine and Other Machine Assemblers	78.57	ND	ND	ND	Short-term on-the-job training
Computer Support Specialists	72.48	20	\$17,825	\$26,647	Associate degree
Computer Software Engineers, Applications	61.54	ND	ND	ND	Bachelor's degree

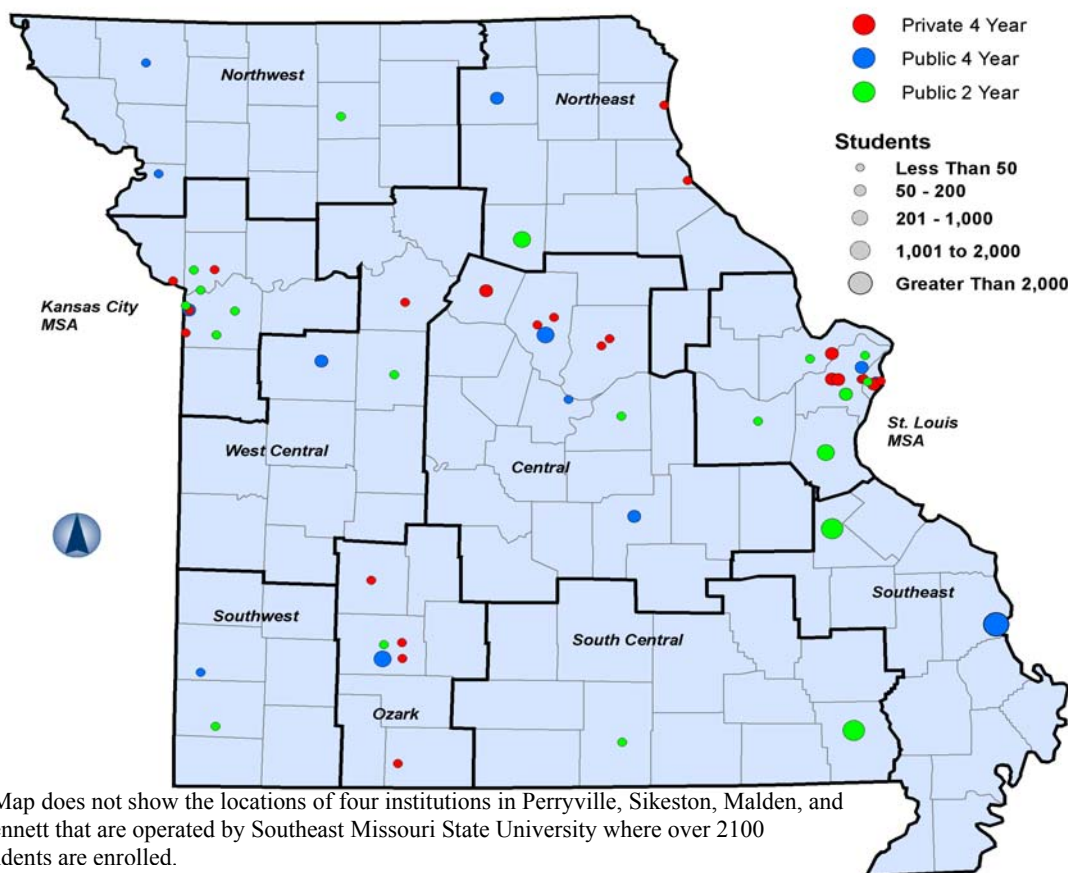
SOURCE: Long-Term Projections, MERIC-MODED and ETA-USDOL

Percent Change of Top Growing Occupations



The number of students from the Southeast region that go on to attend college describes whether or not local high school graduates go inside or outside the region to meet their post-secondary educational needs.

### *Where High School Students from the Region go to College*



\* Map does not show the locations of four institutions in Perryville, Sikeston, Malden, and Kennett that are operated by Southeast Missouri State University where over 2100 students are enrolled.

### **Post-Secondary Institutions with 20 or More Undergraduates from the Southeast Region (1999-2003)**

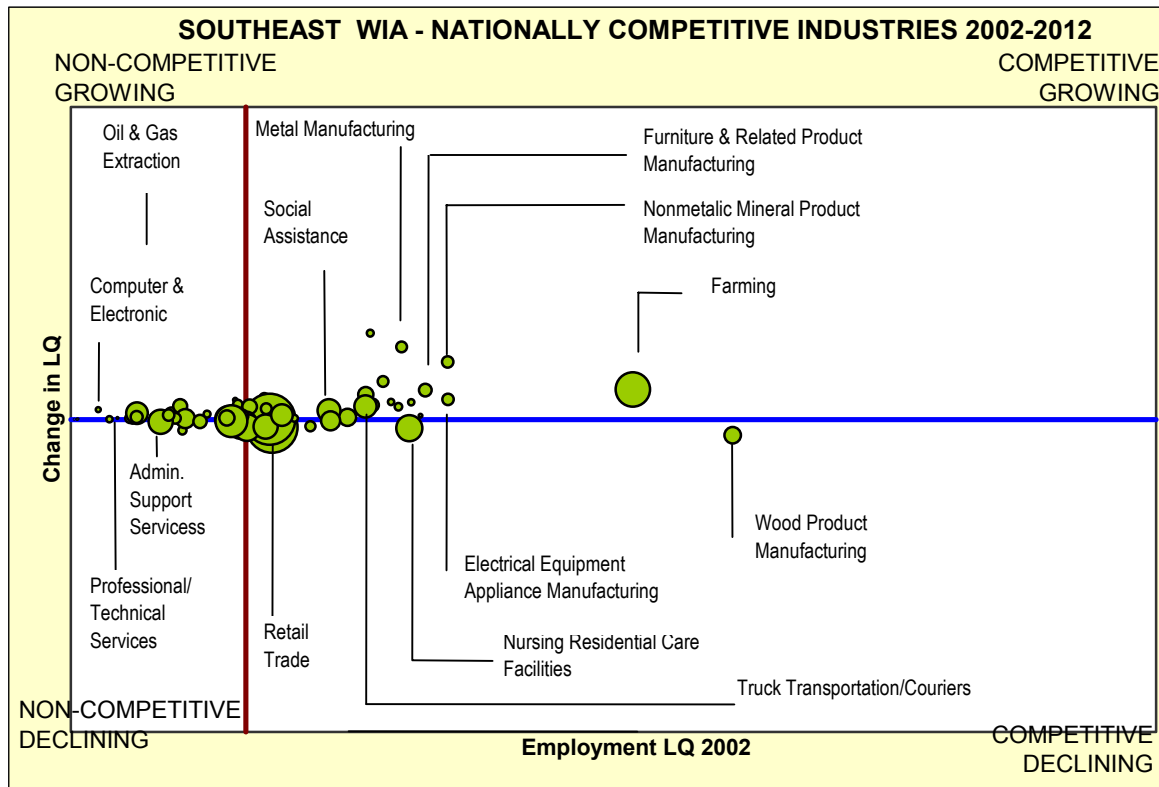
20-35 students	35-50 students	50-100 students	100-250 students	250-700 students	1000-2000 students	2000-4100 students
Southwest Baptist	Lincoln Univ.	SLU	Jefferson	UM-Columbia	Mineral Area	SEMO
Rockhurst	Coll. of the Ozarks	Central MSU	Central Meth. Univ.	SMSU	Three Rivers	
East Central	Northwest MSU	Meramec CC	Missouri Baptist	Moberly Area CC		
William Jewell	MVC	Lindenwood	UMR			
Columbia College	Webster	Maryville	Truman State			
MO Western	Hannibal -- Lagrange	UMKC	UMSL			
Evangel	Linn State					
William Woods						
Westminster						
Forest Park						

Source: Statistical Summary of Higher Education



## *Industries Competing On a National Level*

The Southeast WIA has 35 nationally competitive industries, of which 25 are growing and 10 are declining. Competitiveness means that the Southeast WIA has a competitive advantage in these industries relative to the rest of the United States, indicating that the WIA is highly specialized in these sectors in terms of value-added.



The top competitive and growing industries include:

- ***Farming, electrical equipment appliance manuf., nonmetallic mineral product manuf., furniture product manuf., metal manuf., wholesale trade, and social assistance sectors.***

It is expected that these industries will continue to be the competitive drivers of the Southeast WIA economy.

The top competitive but declining industries include:

- State/local government, construction, ambulatory health services

These industries are in danger of losing their competitive advantage, to the detriment of the Southeast WIA.

# Regional Target Industries

Department of  
Economic Development

## *How are Life Science Industries defined?*

Life Science Industries are those industries that use life-saving and life-enhancing technologies to improve the quality of life for people. These companies employed 5.57% (145,698) of the state's total workforce in 2003. The concentration of Life Science Industries in the Southeast region during the same time period was 5.79% of the state's total Life Science Employment.

Employment in Life Science (2003)			
County	# of Employees	# of Establishments	Annual Wage Per Job
Bollinger	N/D	N/D	N/D
Cape Girardeau	5034	32	\$38,705.29
Dunklin	417	7	\$26,807.36
Madison	N/D	N/D	N/D
Mississippi	N/D	N/D	N/D
New Madrid	655	4	\$27,404.89
Pemiscot	N/D	N/D	N/D
Perry	N/D	N/D	N/D
Ste Genevieve	N/D	N/D	N/D
St Francois	1131	6	\$29,083.44
Scott	780	6	\$34,267.84
Stoddard	332	6	\$33,255.50
Southeast WIA	8441	75	\$35,143.40

\* N/D: Unable to disclose data due to Bureau of Labor Statistics confidentiality restrictions.

Source: MERIC, Bureau of Labor Statistics

## *What are Advanced Manufacturing Industries?*

High-Technology Industries that fall within the manufacturing sector are considered Advanced Manufacturing. During 2003, Advanced Manufacturing industries employed 4.13% (108,089) of the state's total workforce. The concentration of Advanced Manufacturing Industries in the Southeast region during the same time period was 2.95% of the state's total Advanced Manufacturing Employment.

Employment in Advanced Manufacturing (2003)			
County	# of Employees	# of Establishments	Annual Wage Per Job
Bollinger	N/D	N/D	N/D
Cape Girardeau	757	22	\$34,090.28
Dunklin	662	6	\$46,427.07
Madison	N/D	N/D	N/D
Mississippi	43	4	\$32,312.36
New Madrid	43	4	\$20,146.52
Perry	N/D	N/D	N/D
Ste Genevieve	N/D	N/D	N/D
St Francois	57	4	\$27,070.68
Scott	392	22	\$21,622.27
Stoddard	894	5	\$32,155.08
Southeast WIA	3193	72	\$34,541.60

\* N/D: Unable to disclose data due to Bureau of Labor Statistics confidentiality restrictions.

Source: MERIC, Bureau of Labor Statistics

# Regional Critical & In-Danger Occupations

## *Competitive and Growing Occupations*

The occupations in a region that are competitive on a national scale and are in industries that show strong growth in terms of new job openings are important in terms of the fact that such industries are and will continue to be the competitive drivers of the Southeast WIA economy. The staffing patterns within each of these critical industries can show which occupations are critical in terms of continuing the region's high specialization in these sectors.

Southeast Critical Occupations (Competitive-Growing)			
SIC	Industry	SOC	Occupations
1	Farm		*considered un-covered employment by UI laws of Missouri
32	Nonmetallic mineral prod mfg	53-3032	Truck Drivers, Heavy & Tractor-Trailer
31	Leather, allied prod mfg	51-6042	Shoe Machine Operators and Tenders
40	Rail transportation		*considered un-covered employment by UI laws of Missouri
8	Forestry et al.		*considered un-covered employment by UI laws of Missouri
26	Paper mfg	51-9199	Production Workers, All Other
10,11,12	Mining (except oil, gas)	47-5041	Continuous Mining Machine Operators
42	Truck transp; Couriers, msngrs	53-3032	Truck Drivers, Heavy & Tractor-Trailer
52-59	Retail trade	41-2031	Retail Salespersons
52-59	Retail trade	41-2011	Cashiers

Source: MERIC, U.S. Bureau of Labor Statistics

## *Non-Competitive and Declining Occupations*

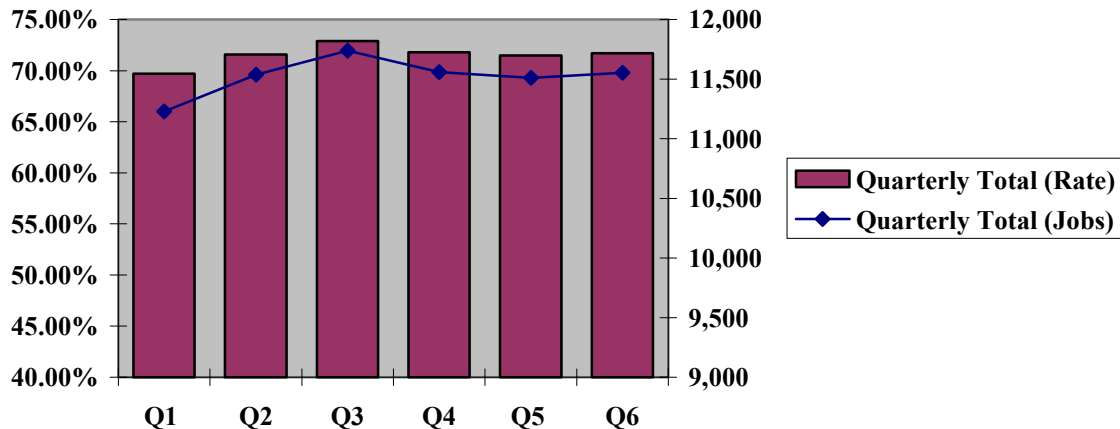
Likewise the occupations in a regions that are not competitive on a national scale or within industries that show declining growth in terms of new job openings are important for both currently employed workers in those occupations and for job seekers deciding which career paths to move toward.

Southeast In-Danger Occupations (Non-Competitive Declining)			
SIC	Industry	SOC	Occupations
15-17	Construction	47-2031	Carpenters
15-17	Construction	47-2061	Construction Laborers
58	Food services, drinking places	35-3021	Combined Food Prep. & Serving Workers, Including Fast Food
58	Food services, drinking places	35-3031	Waiters & Waitresses
72,73	Personal, laundry services	39-5012	Hairdressers, Hairstylists, & Cosmetologists
28	Chemical mfg	51-8091	Chemical Plant & System Operators
73	Internet serv, data proc, other	53-7062	Laborers and Freight, Stock, & Material Movers, Hand
271,272, 737	Publishing, exc Internet	43-9031	Desktop Publishers
87,73	Administrative, support services	53-7062	Laborers and Freight, Stock, & Material Movers, Hand
87,73	Administrative, support services	13-2011	Accountants & Auditors

## *Percentage of Laid-off Workers That Find Jobs*

The number of workers that find jobs after being laid off is measured up to six quarters after the initial layoff occurs.

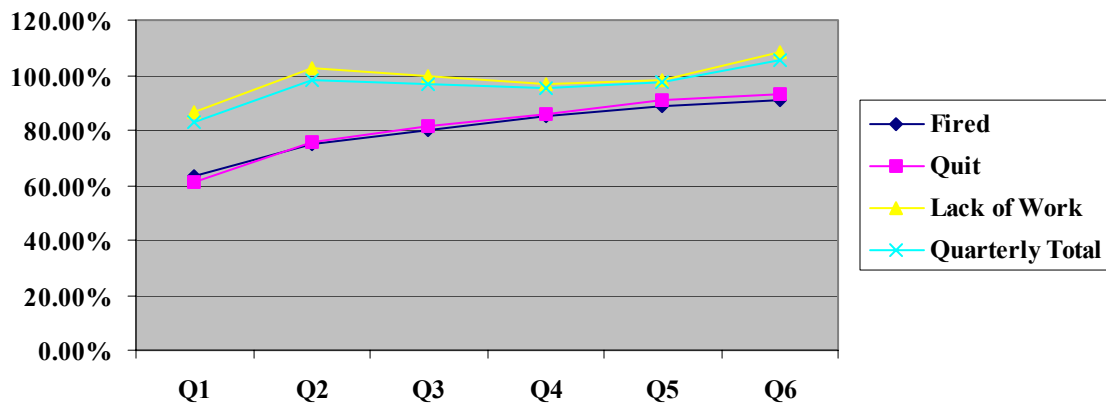
**Southeast Region: Re-employment of Laid-off Workers (2002)**



## *Worker Salaries Before and After Layoffs Occur*

Southeast workers laid off due to lack of work seem to increasingly gain more than their pre-layoff wage over a time period of six quarters. Southeast workers laid off due to being fired or quitting seem to earn at least 95% of their pre-layoff earnings after more than a year's time post-layoff.

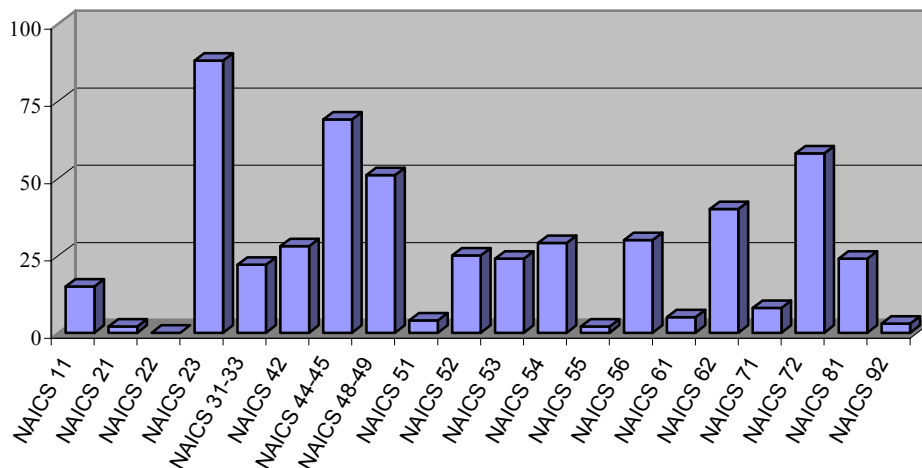
**Post-Layoff Wage as a Percentage of Pre-Layoff Wage (2002)**



## *The Impact of New Businesses Formations for a Region*

The number of new businesses that formed in the Southeast region in 2003 was headed by businesses in the construction, retail trade, accommodation/food services, and transportation/warehousing sectors. Construction businesses saw the largest increase with over 88 new businesses forming in the region in 2003.

New Business Formations in Southeast Region by Industry



NAICS 11	Agr., Forest., Fishing & Hunting Support Activ
NAICS 21	Mining, Except Oil and Gas
NAICS 22	Utilities
NAICS 23	Construction
NAICS 31-33	Manufacturing
NAICS 42	Wholesale Trade
NAICS 44-45	Retail Trade
NAICS 48-49	Transportation & Warehousing
NAICS 51	Information
NAICS 52	Finance & Insurance
NAICS 53	Real Estate, Rental, & Leasing
NAICS 54	Professional, Scientific, & Technical Services
NAICS 55	Management of Companies & Enterprises
NAICS 56	Administrative, Support, & Waste Services
NAICS 61	Educational Services
NAICS 62	Health Care & Social Assistance
NAICS 71	Arts, Entertainment, & Recreation
NAICS 72	Accommodation & Food Services
NAICS 81	Other Services
NAICS 92	Public Administration

Source: MERIC, U.S. Bureau of Labor Statistics

## *Businesses With Slower Formation Growth*

New business formation in the mining, utilities, management of companies/enterprises, and public administration sectors was considerably low in the Southeast region in 2003.

# Regional Commuting Patterns

Department of  
Economic Development

## *Driving to Work in the Region*

The time that it takes a worker to commute to their occupation reflects the availability of jobs located within a region.

This mapping data is based on block-group level estimates from the census long form, which an average of 1 out of 6 households received. The maps should be used to reveal demographic patterns, not pinpoint exact block group values.

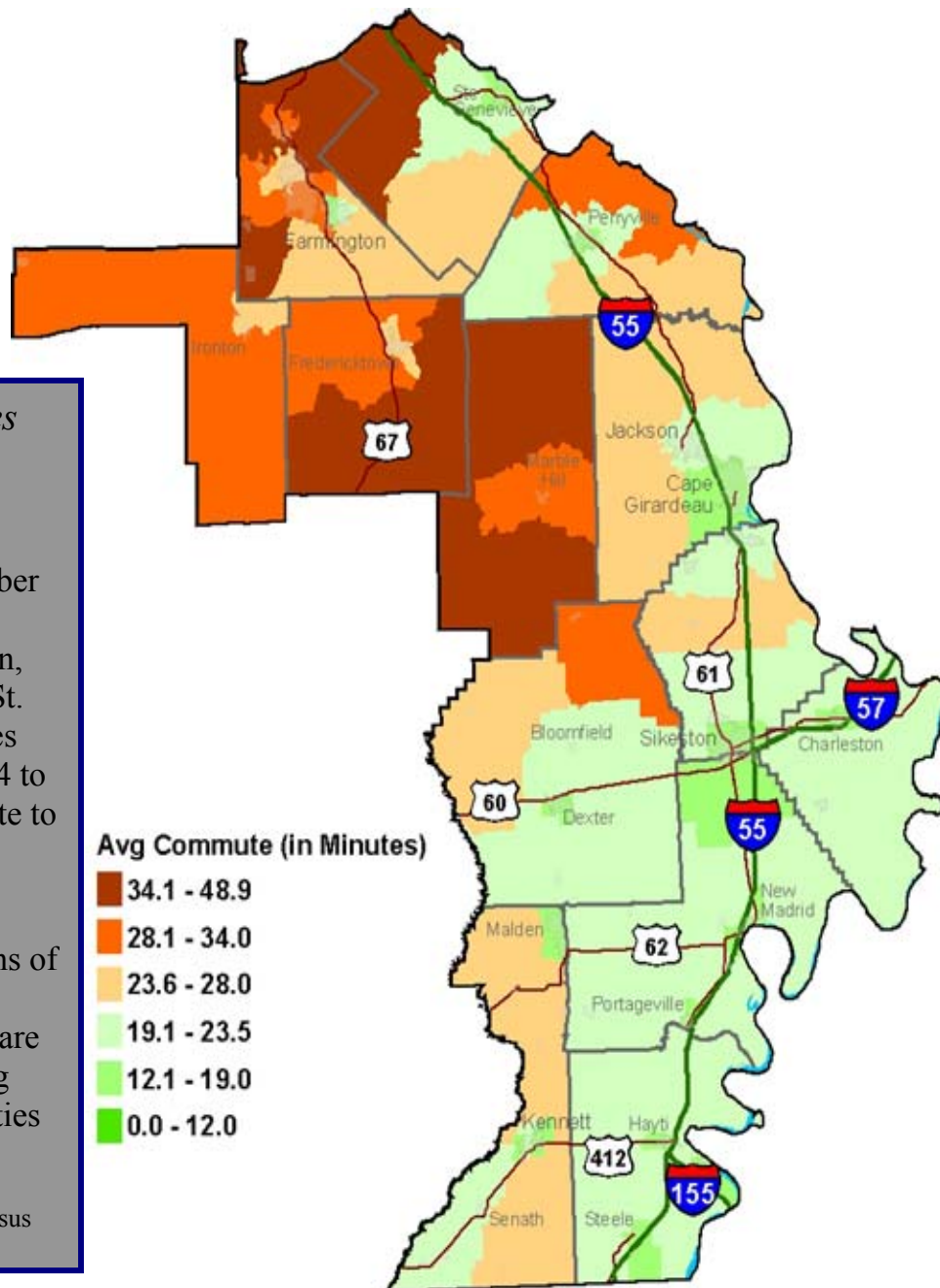
Source: MERIC, U.S. Census Bureau

## *The Time That it Takes Workers To Commute Within the Region*

- A significant number of workers in Bollinger, Madison, St. Francois, and St. Genevieve counties have an average 34 to 48 minute commute to work.
- Based on the commuting patterns of workers in those counties, workers are most likely driving outside their counties for work.

Source: MERIC, using U.S. Census Data

### Avg Commute (in Minutes)

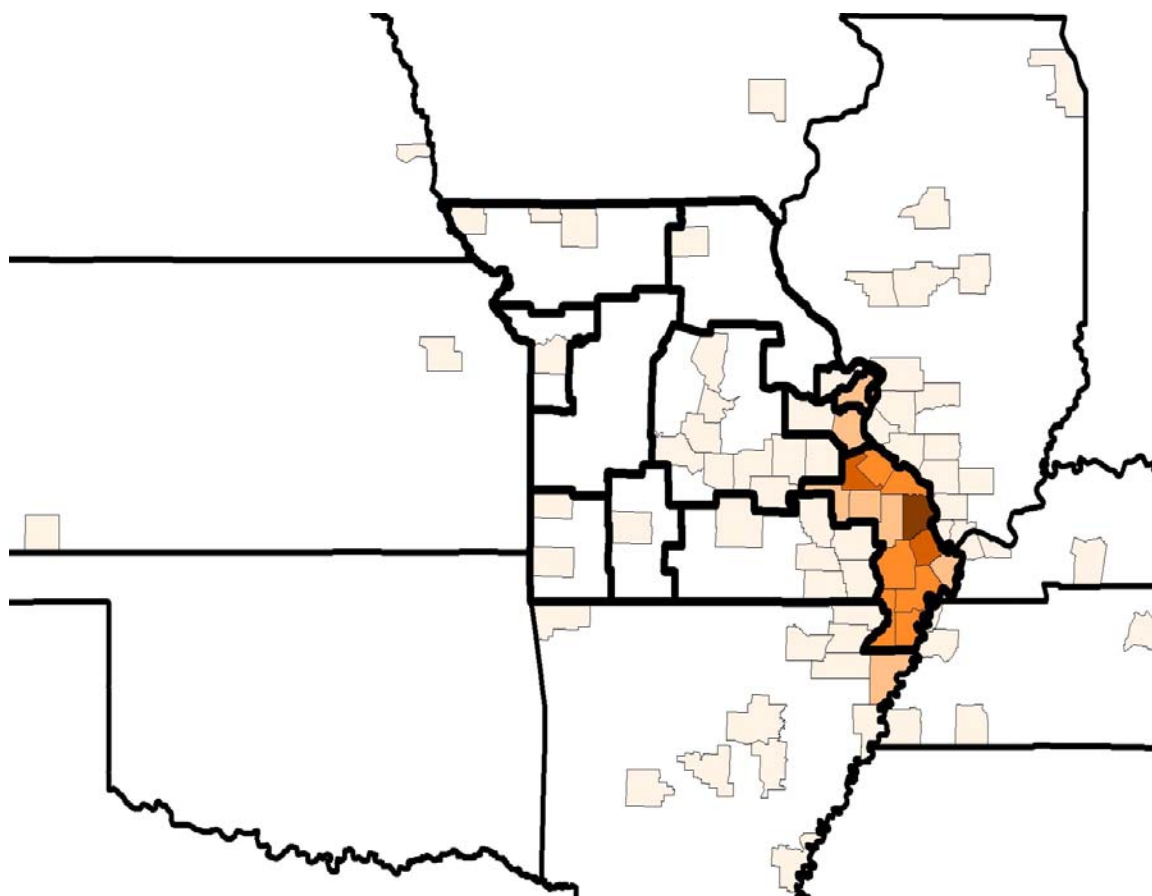




## *Workers Commuting In and Out of the Region*

- Many workers commute outside of the Southeast WIA to work. In particular, job opportunities in St. Louis, St. Louis City, and Jefferson counties are drawing workers outside of the Southeast region.

Source: MERIC, using U.S. Census Data



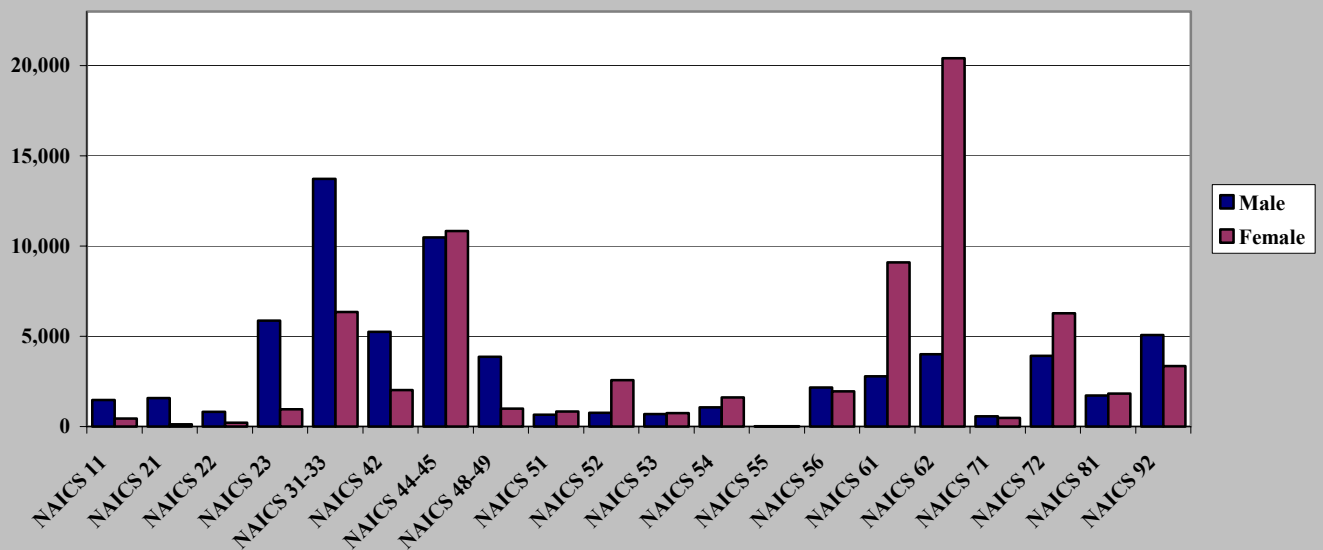
### **Southeast WIA**



## Composition of the Workforce

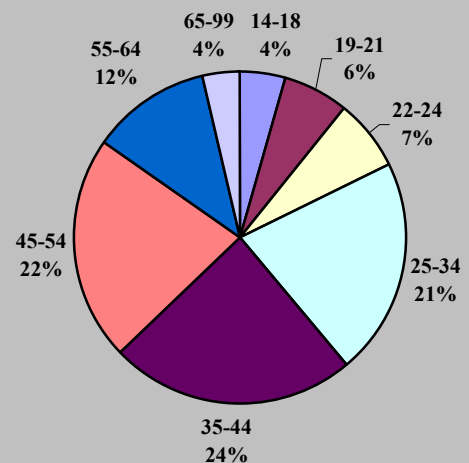
The Southeast region's workforce can be broken down in terms of age and gender composition by industry. The Southeast region's construction, manufacturing, and wholesale trade sectors are predominantly staffed by male workers. The healthcare, educational services, and accommodation/food services sectors have mostly female workers.

Makeup of the Southeast Workforce by Major Industry and Gender



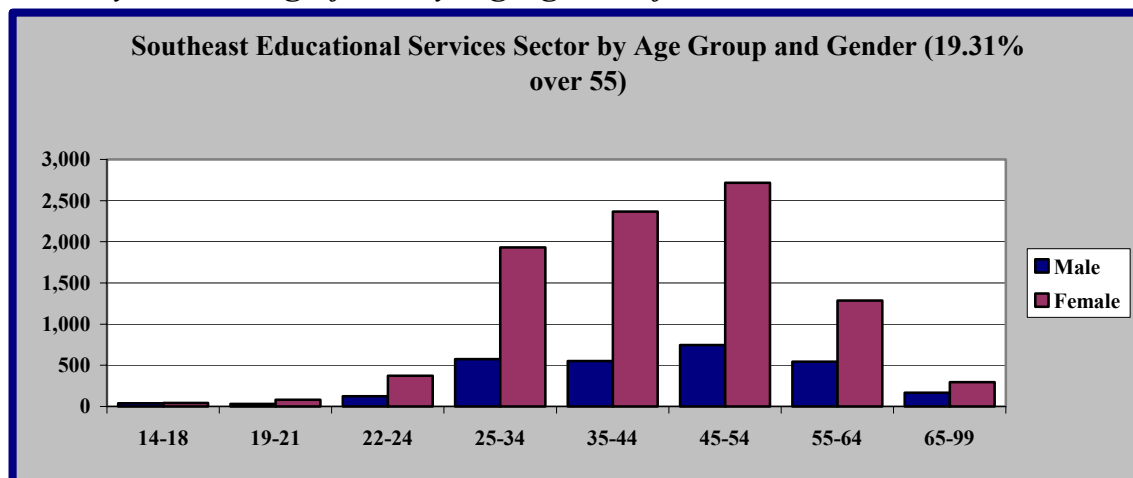
NAICS 11 Agriculture, Forestry, Fishing and Hunting  
 NAICS 21 Mining  
 NAICS 22 Utilities  
 NAICS 23 Construction  
 NAICS 31-33 Manufacturing  
 NAICS 42 Wholesale Trade  
 NAICS 44-45 Retail Trade  
 NAICS 48-49 Transportation and Warehousing  
 NAICS 51 Information  
 NAICS 52 Finance and Insurance  
 NAICS 53 Real Estate and Rental and Leasing  
 NAICS 54 Professional, Scientific, and Technic  
 NAICS 55 Management of Companies and Enterprises  
 NAICS 56 Administrative and Support and Waste  
 NAICS 61 Educational Services  
 NAICS 62 Health Care and Social Assistance  
 NAICS 71 Arts, Entertainment, and Recreation  
 NAICS 72 Accommodation and Food Services  
 NAICS 81 Other Services (except Public Administration)  
 NAICS 92 Public Administration

Workers by Age Group

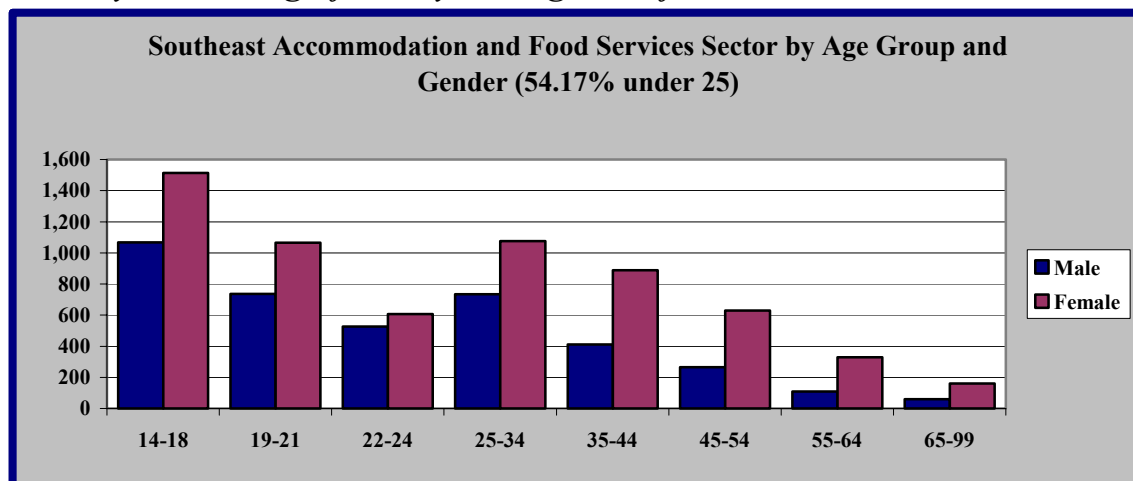


Age composition by industry can determine whether or not local colleges and technical schools are providing enough training for young workers who will be filling in the gaps left by those retiring.

## *Industry with a Significantly Aging Workforce*



## *Industry with a Significantly Young Workforce*



Source: LED, U.S. Census Bureau

## *What do These Results Mean?*

The Educational Services sector has over 19% of its workforce over the age of 55. This means that in ten years this sector may potentially have problems finding enough qualified workers when their older workers retire. Meanwhile, many young workers find their first job opportunities in the accommodation and food services sector



## *Acknowledgements*

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Additional economic information resources can be accessed on the Internet at  
[www.missourieconomy.org](http://www.missourieconomy.org).



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